SIGMA
Software

CORPORATE SOCIAL RESPONSIBILITY REPORT 2023

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WHO WE ARE

Sigma Software has long made the principles of sustainable development and corporate social responsibility the basis of our work, our policies and practices, and the way we make decisions on a daily basis.
We strive to follow two main rules of CSR:

- *Do no harm.* We have clearly defined the areas where the company's activities may have a negative impact on society, and we do our best to reduce this impact year on year.

- *Do Good.* We conduct our business in a way that ensures a better world for future generations.

Making a positive difference is our goal in all of our key areas of focus, from being a trusted partner and responsible employer to community development and environmental protection.

A responsible company is one that recognizes that its purpose is much bigger than just doing business. The big idea behind our business is to create a strong and stable environment for global IT development and to contribute to a sustainable future.

2023 AT A GLANCE

2000 Employees worldwide
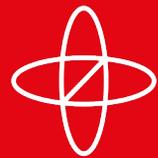
50+ New customers

$4M Donated to support Ukraine

30+ Countries with our customers

176 New team members joined

26 Awards received

40 Offices

19 Countries

Sigma Software

Sigma Software is a multinational company with over 20 years' experience of delivering world-class solutions to our customers. We deliver the smartest solutions to customers in the government, telecommunications, advertising, automotive, gaming, and other sectors.

Today we have offices in many countries and on four continents. We start our day early in the morning with clients in Australia and end it late at night with clients in Seattle and Los Angeles.

Sigma Software has always strived to be closer to its partners and customers to provide help when it is needed. Therefore, we opened offices around the world, expanding our geographical footprint and welcoming people from different countries to join our team.

The start of a full-scale war in 2022 accelerated the globalization process. Today, Sigma Software operates from 42 offices in 20 countries.

We see our mission as helping our customers achieve their business goals while providing our people with unlimited opportunities to realize their potential.

SIGMA SOFTWARE WORLDWIDE

Ukraine	14	The USA	4	Poland	3
Sweden	2	Germany	2	Portugal	2
Bulgaria	2	Canada	1	The UK	1
Austria	1	Hungary	1	Brazil	1
Columbia	1	Argentina	1	Mexico	1
Israel	1	Australia	1	UAE	1
Singapore	1	Czech Republic	1		

GREATER OPPORTUNITIES WITH A SOLID ECOSYSTEM

In two decades of operations, Sigma Software has grown from an outsourcing company to a mature full-cycle development services company with a developed ecosystem that includes its own business incubator, training platform, business association, product line, etc.

The Sigma Software ecosystem includes:

Sigma Software

IdeaSoft

Eventyr

UA Tech Network

R&D centers

UNICORN startup competition

Sigma Software Labs

Sigma Software University

Sigma Software Unity Fund
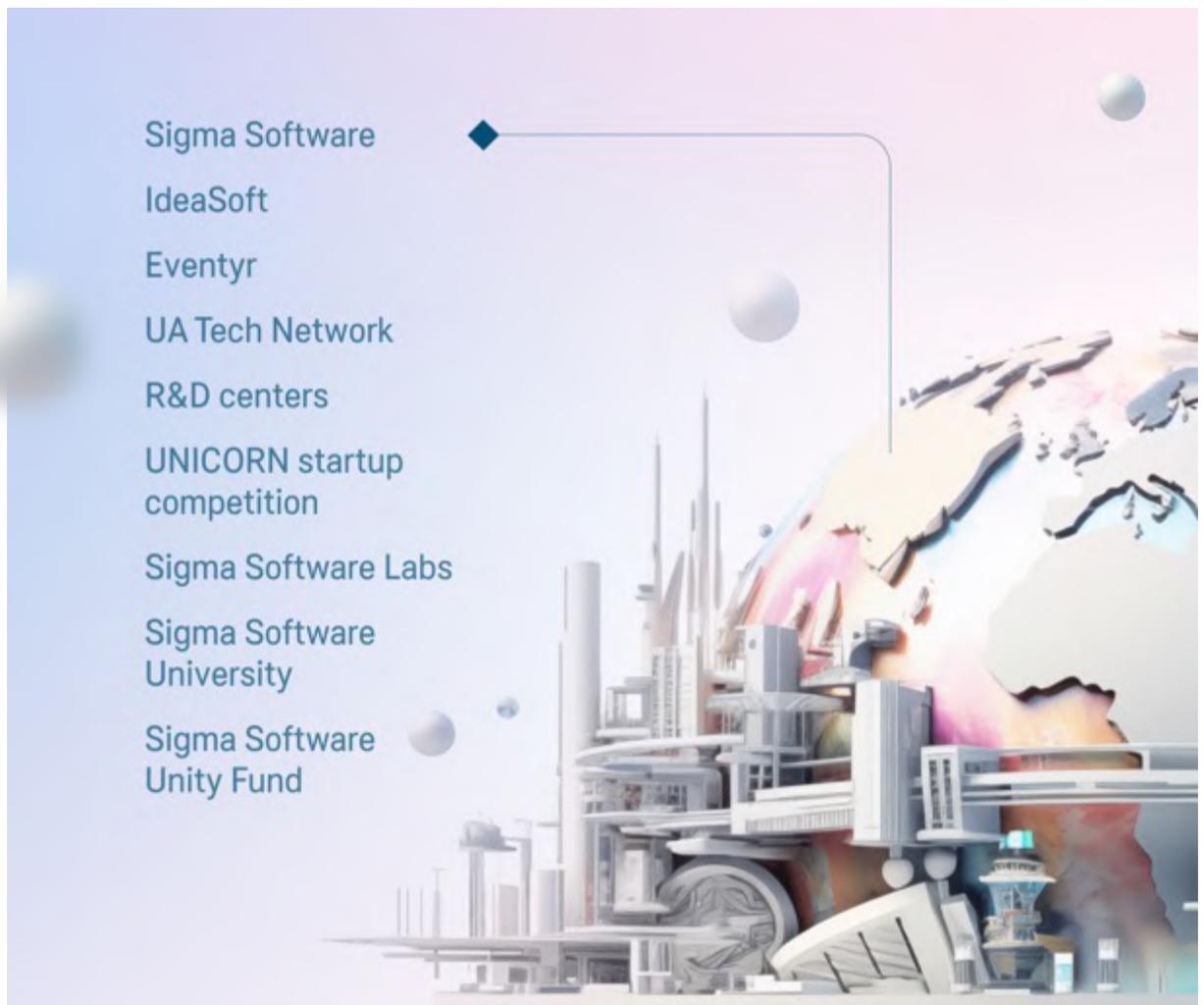
ACKNOWLEDEGMENT

At Sigma Software, we are proud to receive recognition for our efforts to become a trusted partner and employer from independent global and local experts and recognition programs. In 2023, our company received **26 awards** recognizing our technological excellence and expertise, the strength of our employer brand, and our efforts to build a sustainable business.

9
Sustainability awards

9
Employer Brand awards

8
Expertise awards

EXPERTISE AWARDS

- **Awwwards,** Site of the Day - Sigma Software Labs website

- **Awwwards,** Site of the Day - ChainGPT

- **Awwwards,** Developer Award - ChainGPT

- **FWA,** FWA of the Day - ChainGPT

- **Global Outsourcing 100® by IAOP®,** the Leader Judging Size category

- **IAOP's Recognition for Excellence in Strategic Partnerships** for the creation of a new business association, UA Tech Network.

- **The Manifest,** Most Reviewed Software Developers in Buenos Aires.

- **Future of Emerging Europe Summit and Awards,** Global Champion of the Year.

EMPLOYER BRAND AWARDS

- **Best Workplace for Women in Tech** by Women in Tech Global Awards.

- **EGR Nordics Awards 2023,** Silver Employer of the Year.

- **Future of Emerging Europe Awards,** Global Champion of the Year.

- **HR Brand Ukraine,** Human to Human Strategy Nomination Winner.

- **HR Brand Ukraine,** Digital HR Nomination Winner.

- **Among the Best IT employer in Ukraine by DOU.ua.**

- **Marketing Media Review Award,** Best Employer Brand.

- **Forbes Ukraine,** Top-50 Best Employers.

SUSTAINABILITY AWARDS

- **Partnership for Sustainability Award 2023 by UN Global Compact Ukraine.**

- **Corporate Engagement Awards,** Gold for Best Pro Bono Work for a Charitable, Social, or Ethical Cause.

- **Corporate Engagement Awards,** Silver for Best Arts and Culture Programme.

- **Corporate Engagement Awards,** Bronze for Best Community Involvement During a CSR Programme.

- **Corporate Engagement Awards,** Silver for Best Internal Communications and Volunteer Engagement.

- **Corporate Engagement Awards,** High commended special prize.

- **DEV.ua,** recognized among the Best IT Donators.

- **The Diamond company** from Kharkiv IT Cluster.

- **Volonteer recognitions** from Lviv Cluster and Kharkiv IT Cluster.

2023 GOALS
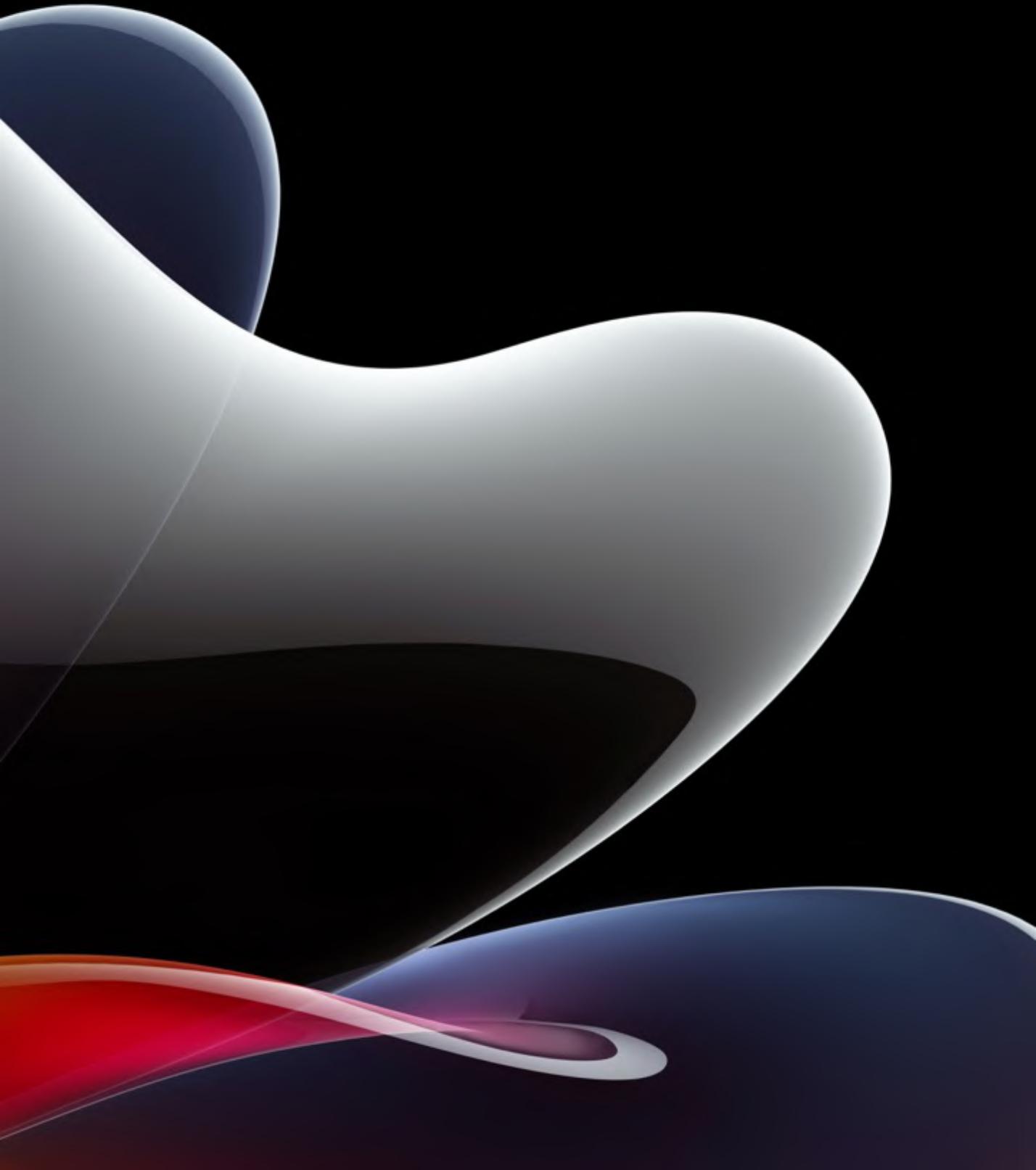
SIGMA SOFTWARE APPROACH TO CSR

In two decades of operations, Sigma Software has grown from an outsourcing company to a mature full-cycle development services company with a developed ecosystem that includes its own business incubator, training platform, business association, product line, etc.

Creating the Environment, where our People can fully realize their Potential

Providing Premier Quality Services to our Customers

Building a diversified and inclusive environment

Responsible Employer

Trusted Partner

Equal Opportunities and DEI

We are guided by sustainability principles in our daily work and decision making

Protecting the Environment

Community Development

Reducing negative impact on the planet's ecosystem

Responsible Citizen

Contribute to knowledge and building connections

Contributing to economic development, supporting vulnerable populations

OUR GOALS FOR 2023

RESPONSIBLE EMPLOYER

Maintain a strong focus on people despite rapid globalization. Support our employees worldwide at all levels. Ensure professional development and learning, increase satisfaction, and keep people informed through efficient and transparent internal communications.

TRUSTED PARTNER

Provide customers with services that truly meet their business needs, using modern technology and advanced approaches, and take responsibility for the best possible outcome. Increase customer satisfaction.

COMMUNITY DEVELOPMENT

Contribute to the development of business and professional communities around the world to foster knowledge sharing, develop technical areas, and promote STEM to young people. Represent the company and the countries in which we operate at various professional events as speakers, mentors, and invited experts.

EQUAL OPPORTUNITIES

Maintain a strong focus on people despite rapid globalization. Support our employees worldwide at all levels. Ensure professional development and learning, increase satisfaction, and keep people informed through efficient and transparent internal communications.

RESPONSIBLE CITIZEN

Support Ukraine and Ukrainians in turbulent times by developing corporate volunteering, working with vulnerable groups, running pro-bono projects, and using our expertise for the benefit of society.

PROTECTING THE ENVIRONMENT

Continue to engage people in green initiatives and raise awareness, run educational events and projects aimed at protecting the environment. Work on better analysis and data collection.

Sigma
Software

SIGMA SOFTWARE WHOLEHEARTEDLY ENDORSES THE FUNDAMENTAL PRINCIPLES OF DEVELOPMENT OUTLINED BY THE UNITED NATIONS AND HAS ADOPTED SEVERAL OF THESE PRINCIPLES AS OUR GUIDING VALUES.

Quality Education: Sigma Software works closely with government agencies to bridge the gap between market needs and academic curricula. We also design and implement educational programs for universities and schools, offer internal educational opportunities such as internships, and run Sigma Software University. Our commitment extends to extensive educational partnerships with 40 leading Ukrainian and European universities and over 10 non-governmental educational centers and schools. Through Sigma Software University, we support student start-ups and foster an entrepreneurial spirit among future IT professionals. In addition, our company representatives actively participate in the supervisory boards of universities, contributing to their development and promoting effective cooperation between universities, government, the scientific community, and business.

Gender equality: Sigma Software is committed to breaking down barriers rooted in prejudice, and the gender diversity of our workforce has steadily increased over the years.

Decent work and economic growth: Sigma Software operates as a responsible employer, providing our professionals with all the necessary resources for a comfortable working environment and work-life balance. We contribute to the development of IT education to meet the needs of the industry. Our involvement in social and educational projects for young people helps to popularize the IT profession and opens doors to decent work in the future.

Life on land: We are committed to minimizing our environmental footprint and are actively working to reduce the negative impact of our business on the environment.

Peace, Justice, and Strong Institutions: In response to the outbreak of war in Ukraine, our company has strengthened its commitment to promoting a peaceful and inclusive society. Through a combination of ongoing initiatives involving all facets of the Sigma Software ecosystem and the implementation of robust policies, we are actively contributing to the broader reduction of corruption and bribery. We also work to create an environment that is inclusive of diverse groups of people, promotes non-discrimination, and works with professional associations to cultivate effective, accountable, and transparent institutions.

Partnership for the Goals: In our pursuit of ambitious sustainable development goals, Sigma Software works with a wide range of stakeholders, including non-governmental organizations, philanthropic initiatives, public and private organizations, government agencies, and educational institutions. These multi-stakeholder partnerships facilitate the ongoing exchange of knowledge and the development of synergistic efforts to achieve our shared goals.

KEEPING STAKEHOLDERS INFORMED

Regular, open, and transparent communication with all stakeholder groups is one of Sigma Software's ongoing objectives.

To this end, we select the most appropriate communication channels and constantly involve ambassadors, opinion leaders, and influencers to raise people's awareness of the company's efforts to follow CSR and sustainability principles. The company publishes annual reports that include the main objectives and results of the implementation of the CSR strategy.

STAKEHOLDERS	COMMUNICATION CHANNELS	
EMPLOYEES	• Internal social network • Intranet portal • Internal rules and principles • Corporate messengers • Corporate websites • Business correspondence • News digests	• Social networks • Internal events • Surveys • Meetings (company-wide, for business units, teams, personal) • Media
CANDIDATES, POTENTIAL CANDIDATES, ALUMNI NETWORK	• Corporate websites • Job portals • Social networks • Meetings	• Media • Business correspondence • Events • Awards
STUDENTS, SCHOOLKIDS, THEIR PARENTS	• Corporate websites • Social networks • Personal networking • Email digests • Correspondence • Media	• Events • Awards • Information partnership with educational institutions • Messengers

STAKEHOLDERS	COMMUNICATION CHANNELS	
EDUCATIONAL INSTITUTIONS	• Corporate websites • Social networks • Personal networking • Business correspondence	• Media • Events • Awards • Messengers
PARTNERS AND CUSTOMERS	• Business emailing • Personal meetings • Corporate websites • Social networks • Messengers	• Agreements • Events • Awards • Surveys • Business directories
MEDIA	• Corporate websites • Social networks • Business correspondence	• Messengers • Personal meetings • Events • Awards
PROFESSIONAL COMMUNITIES AND ASSOCIATIONS	• Corporate websites • Social networks • Business correspondence • Messengers	• Personal meetings • Events • Awards • Surveys
NGO AND CHARITY FUNDS	• Corporate websites • Social networks • Business correspondence	• Messengers • Personal meetings
STATE BODIES	• Corporate websites • Social networks • Business correspondence	• Messengers • Personal meetings • Events

TRUSTED PARTNER

2023 KEY FACTS

10+ Areas of expertise

20+ Innovative initiatives to improve efficiency and quality
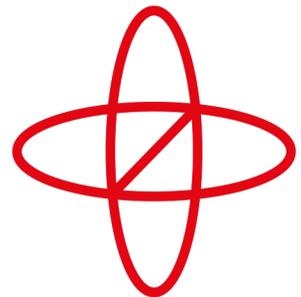
50+ New customers in 2023

20+ Services covering the full product development cycle

70 NPS score

20+ Products field-proven in numerous projects

95% Customer satisfaction rate

Trusted by fortune **500** companies around the globe

OUR MISSION

To provide world-class IT services with a focus
on helping our customers achieve their business goals.

OUR PRINCIPLES

No matter what kind of project we undertake,
we always listen, question, and deliver what is promised.

NEW OPPORTUNITIES IN 2023

*In 2023, despite the ongoing war in Ukraine, Sigma Software continues to
win new contracts and attract new customers because of our reputation
as a trusted partner who delivers on our promises and continues to provide
the best solutions.*

Following our mission, the company strives to provide clients with services
that truly meet their business needs, using modern technology and advanced
approaches, and taking responsibility for the best achievable result.

With over 20 years of experience in more than 10 business areas, we can look
at business needs from different angles, advise on more efficient solutions,
and offer a wide range of value-added services so that everything is done
under one roof.

Overall customer satisfaction in 2023 remains at a high level, reaching
95% with 70 NPS, the highest scores in recent years.

INNOVATION FOR GREATER EFFICIENCY AND QUALITY

Sigma Software has a strong focus on innovative solutions and cutting-edge technologies that help our customers digitize and improve the efficiency of their business. One of the ways to identify a true innovator is to look at the company itself and the level of innovation within it. Moreover, the implementation of internal innovations serves as a strong R&D center — some of the new internal products and approaches are further proposed to our customers.

There is a clear background of internal innovation. Sigma Software Group has more than 2000 people on board. These people are spread across numerous teams and business units, working on multiple projects within a broad digital ecosystem. This helps to identify day-to-day gaps in IT businesses of this size and invent ways to improve and test the results in a real international business environment.

Sigma Software's internal innovation projects are led by the Chief Innovation Officer, Head of Delivery and Innovations Business Unit. All employees are welcome to contribute their innovative ideas and participate in their implementation.

There are currently over 20 projects underway to develop, improve and support automation to increase efficiency, employee motivation, and engagement. These projects range from project management to HR and recruiting, facilities management and communication tools.

SUSTAINABLE PROJECTS FOR CLIENTS AROUND THE WORLD

Today, sustainability is one of the highest priorities for digital innovation. Companies in different sectors are developing projects that aim to balance economic growth, environmental protection, and social well-being. Sustainability awareness is generating new ideas for responsible business through the use of new approaches, often implemented with the help of IT technologies.

Recently, the Sigma Software team has been involved in over 20 projects aimed at reducing our carbon footprint, recycling, water consumption, facilities management, and more. Helping companies to pursue their CSR strategy with the help of modern technology is part of our mission as an IT consulting company to create and bring closer a sustainable future.

Sigma Software supports several sustainable start-ups and runs several initiatives within our own Corporate Social Responsibility program. These projects allow us to innovate sustainable business in different areas.

UA TECH NETWORK

In 2022, Sigma Software co-founded the UA Tech Network association to create a partnership for a number of small and medium-sized companies, helping them to overcome the crisis by taking advantage of opportunities to work with enterprise customers.

By pooling technological expertise, the association is able to offer new product solutions and respond quickly to customer requests. It also brings benefits to multiple parties.

New contracts, a wider network, and mentoring support for members of the association.

Reduced time to find specialists and complete projects, increased expertise and the ability for customers to find any offer "under one roof".

New financial flows to the state budget and building of the technological brand of Ukraine and creation of a strong IT image of the country on a global scale.

Sigma Software and UA Tech Network received IAOP recognition for excellence in strategic partnerships.

UA TECH NETWORK IN 2023

- **30+** offline and online events

- **50+** projects

- **20+** domains and technologies

- **100** members (products & consulting companies

- **8000+** specialists

- **200** requests from residents processed (networking, mentorship, consulting, etc.)

- **10+** presenting Ukraine in different countries

RESPONSIBLE EMPLOYER

KEY FIGURES

300 Brand ambassadors

75% Employees satisfaction level
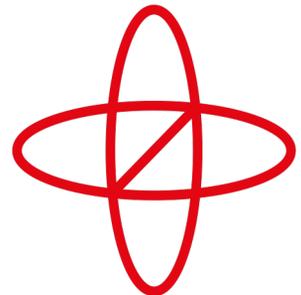
100+ Internal events

65 eNPS score

3 -level support program

2x Attrition rate drops

19 Relevant and providing equal opportunities EVPs adapted for different countries

eNPS grew by **15%** compared to 2022

HUMAN TO HUMAN STRATEGY

Sigma Software's strategy has always been focused on people, their needs, and professional growth, providing the company's professionals with everything they need to fulfill their potential and enjoy their work every day. Since 2014, when the company started to open offices abroad, globalization has also become an integral part of the company's strategy. The start of a full-scale war in 2022 accelerated this process. By the summer of 2023, the company was operating in 40 cities in 19 countries.

Despite the rapid pace of globalization, the company was determined to maintain its focus on people, no matter how fast the expansion. Sigma Software was therefore faced with the need to seamlessly integrate the two strategies so that they worked effectively without interfering with each other. Maintaining a focus on people was very important, so the company provided support for people at all levels.

Sigma Software was awarded by HR Brand Ukraine as a winner in the nomination Human to Human Strategy.

BASIC LEVEL

- Life safety

- Financial well-being and stability

- Good working conditions

- Safety and well-being of relatives

CONTINUOUS EDUCATION LEVEL

- Education

- Professional Growth

- Equal opportunities & non-discrimination

SOCIAL LEVEL

- Healthcare programs

- Mental health

- Sports programs

- Work-life balance

- Volunteering

INTEGRATING GLOBALIZATION AND PEOPLE FOCUSED STRATEGIES

GLOBALIZATION

MAIN PRIORITIES

No restrictions on the choice of location for moving

"10+" program office in all locations where 10 or more specialists have relocated

Global hiring

STRATEGY REALIZATION ACTIONS

Analysis of markets, tax burden and formation of recommendations for legalization

Assessment of competitors and the formation of the company's EVP in the global market

Hiring local experts for location development

HUMAN TO HUMAN STRATEGY

COMPONENTS OF THE PROJECT

System of benefits and loyalty programs, brand ambassador programs.

Opening and equipping new offices.

Full legal, financial and accounting support.

Monetary compensation, financial support from the company.

Health insurance, mental health programs.

Internal and external activities for the formation of a professional community.

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![Sigma Software logo]

PEOPLE FIRST

MAIN PRIORITIES

- Retention of existing specialists regardless of their location.
- Providing comprehensive help to people and forming a sense of stability
- Formation of EVP for each market where employees are located

STRATEGY REALIZATION ACTIONS

- Evacuation of employees and their families, provision of comfortable conditions of stay
- Building a clear structure of interaction between units that implement the compensation and benefits system in the company
- Buliding internal processes for providing legalization service
- Providing support for mobilized employees

- The work of all parts of the company ecosystem that provide support at different levels of needs, namely Sigma Software University (professional growth and education), Sigma Software Labs (community building, support of pet projects & startups), Star for Life Ukraine and others educational projects for children, etc.
- Communication (including company values, corporate ethics, principles of non-discrimination and equality, etc.).
- Learning to work in a multicultural environment.
- Opening and equipping new offices.

BASIC LEVEL

The company organized the evacuation of more than 3,000 people: its specialists and their families.

Temporary accommodation was provided for all those who had to move. Hotel stays for up to 5 days, company hotels in Ukraine, Poland, and Spain for several months, help in finding long-term accommodation, and rent compensation (500 people took advantage of this).

Providing decent working conditions was critical to the company's ability to deliver services to customers and keep its word. Temporary hubs were set up in company hotels, people were provided with the necessary equipment, while generators and Starlinks were purchased for all Ukrainian offices to ensure uninterrupted work.

All financial payments were made regularly and without delay. Specialists on low incomes received financial assistance from the company.

The company buys the necessary equipment for mobilized colleagues. All specialists continue to receive financial compensation and their jobs are protected.

CONTINUOUS EDUCATION LEVEL

Despite the challenges, the company maintained all its professional assessment and growth practices.

The strong mentoring program, with over 300 mentors, helped each new team member easily adopt and clearly understand their career and development plans.

The Sigma Software University continued to provide various opportunities for professional training at the company's expense.

Building professional communities inside and outside the company helps promote knowledge sharing, strengthen networking, and intensify communication.

Since the outbreak of hostilities, the company has run several courses on the basics of testing, programming, HR, and recruitment for family members of specialists who lost their jobs as a result of the war. Shortly after the start of the war, we resumed classes in programs for beginners: camps and internships in the directions: NODE. JS, Angular, Java, PHP, Big Data, Support, .NET, GameDev, UI/UX and others.

SOCIAL LEVEL

On a social level, Sigma Software has provided employees with office space (opening 17 new offices worldwide) for comfortable working and networking, revived all office traditions, engaged people in communities by interest, and provided support to ensure mental health and work-life balance.

The company supports local traditions in all offices: breakfasts, Christmas get-togethers, sports activities, and children's events to prevent employees from feeling lonely and distressed.

Involvement in volunteering and pro-bono projects is also an effective way for people to take their minds off their problems and make new connections.

PROFESSIONAL DEVELOPMENT

Internal training has always been one of the company's priorities. Over the years, we have organized courses and training that have become increasingly comprehensive, and one day in 2017 this led to the official launch of our continuous education program.

We aimed to ensure the professional development of our employees from Junior to Middle and then from Middle to Senior and to make this growth more predictable and controlled.

In addition, the program aimed to make the specific needs of each specialist clearer to managers and HR and to make their career and professional path more transparent.

Continuous education is one of the three main directions of Sigma Software University.

MAIN FIGURES
IN 2023

- Over 600+ internal educational events including general workshops and courses, English groups, etc.

- 4908 participants underwent training (+135% compared to 2022).

- Satisfaction with educational courses in 2023 is 80% (very satisfied and satisfied).

- 300 mentors attracted to the mentorship program.

- Satisfaction with mentorship program – 85%.

- NPS dynamics shows a positive trend line and grew 15 points during 2023 confirming our customer-centric approach and continuous improvements in learning program development and conduction.

INNOVATIVE SOLUTIONS TO MAKE HR WORK MORE EFFICIENT

In order to adapt the company's EVP to a significantly wider footprint and to ensure that specialists in all locations have the same opportunities, **Sigma Software introduced the Global EVP Assistant.**

Developed by our specialists, it helps gather in one place all the information about 19 different EVP packages adapted to different locations, make it easily accessible and transparent, automate the work of HR, lawyers and accountants, and also ensure an individual approach to each employee with fewer human errors.

The creation of a single system allowed all information and processes related to benefits, country of residence, personal nuances, work calendar, etc. to be combined and presented in a clear way. Automated data collection, analysis, notifications, built-in tools and integration with other company systems significantly improve the experience of employees using HR services.

The project was awarded by HR Brand Ukraine on Digital HR Nomination.

GLOBAL EVP ASSISTANT IN FIGURES

- 19 relevant, localized, and customized packages for equal opportunities.

- 80% reduction in questions from employees due to transparent, open, and accessible information about their benefits and opportunities.

- A bespoke dashboard reduced the time spent managing the health insurance process by a factor of 2.

- Integration between the systems enabled the work of HR specialists to be optimized by 60% and the risk of error to be significantly reduced.

- The creation of the Global EVP Assistant enabled the number of correspondence between functions regarding employee benefits to be reduced to 0.

- The average level of satisfaction with the new Global EVP Assistant system, based on the results of the completed feedback form, is 4.7 out of 5.

COMMUNICATION

Communication is an important and integral part of Sigma Software's strategy.

We use secure channels to keep the team around the world up to date with the latest news and initiatives, the status of business development and achievement of business objectives, information on values and policies, opportunities, and benefits.

Ongoing communication has enabled us to build a high level of trust and loyalty among our professionals.

Regular communication helps to reduce uncertainty, gives people more confidence, and ultimately brings the company closer to achieving its goals.

Sigma Software encourages two-way communication and is keen to hear the opinions and ideas of its specialists, as well as their fears. We do this through regular meetings with the company's management, where anyone can ask questions, and by promoting our Facebook Workplace channel, which provides various opportunities to express their thoughts.

We use a variety of channels to reach our employees around the world.

- **100+** internal events (total reach of **150+** to **2K** people)

- **4** global Fikas (meeting with top management to hear the news first hand and ask any questions that are on their minds), around **80%** engagement.

- Over **1,000** Facebook Workplace posts, **70%+** engagement.

- **12** news digests, over **1,000+** company news, projects, jobs, events, etc.

- **20+** regular HR and training digests with updates on professional development and career opportunities.

INTERNAL COMMUNITIES

Sigma Software fosters an atmosphere of transparency, openness, and friendship.

Internal communities are a powerful tool, giving employees the opportunity to be heard and to make more peer-to-peer connections.

To help people take their minds off the problems they face, we encourage our specialists to create communities that engage like-minded people.

- 10+ internal communities by interests.

- The cooking community unites people for common cooking sessions and office traditions like regular breakfasts. 500 participants.

- Sports Community unites participants of yearly sports challenges, runners, tennis fans, company`s sporting teams. Over 100 active participants.

- Knowledge-sharing community that gathers over 200 activists for regular webinars.

- Trainers club is a community for networking and knowledge sharing among mentors and trainers at internal and external educational events. Over 100 participants.

- Creativity Community unites those, who would like to explore all facets of their own creativity (music, singing, painting, etc.). Over 300 participants.

MENTAL HEALTH

Since the beginning of 2022, the company started to hold webinars with professional psychologists for specialists on various issues: from returning to an effective state to issues of living together with relatives and parents, as many specialists were forced to relocate with family members and live under one roof.

- **19** group sessions.

- Over **50** hours.

- **50** professionals supported.

- Every employee can receive compensation for seeing a psychologist.

"

"I was very happy with the meetings, I got very good support. It's always easier to share your worries with someone and to know that you're not the only one with the same problems. The atmosphere was very friendly.

When I came to the first meeting, my mental state was not "ok". I was alone in a foreign country.

The group gave me support, which was very important. I felt much better after the group sessions".

Project Manager (on group sessions with a psychologist)

PROMOTING A HEALTHY LIFESTYLE

Sigma Software continues to expand its CSR activities dedicated to sport. The company has decided to go to a new level to promote sports habits by creating a sports community inside and outside the company.

Sigma Software has always been committed to a healthy lifestyle. The company holds regular company cycling days, supports marathon teams, runs internal sports challenges for employees around the world, organizes regular online workouts, and equips office gyms.

Sigma Software runs first aid workshops and organizes meetings with doctors who give professional advice on maintaining health in sedentary work (healthy backs, healthy eyes, etc.).

All specialists have the opportunity to receive medical insurance and sports compensation.

The company's specialists have been among the finishers of the world-famous Iron Man competition.

COMMUNITY DEVELOPMENT

KEY FIGURES

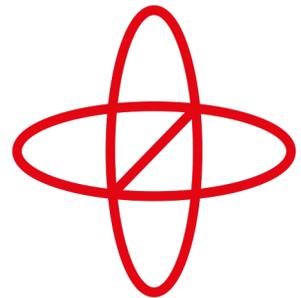**100+** Speakers and mentors

15M Global reach

100+ Events organized and supported annually

+30% Of annual community growth in social media

20+ Years of community development

20+ professional and business communities and associations

10+ countries worldwide where the company is actively develops communities

> Community development is an important part of Sigma Software's corporate social responsibility strategy, which tends to follow the world's highest standards, including ISO 26000 and the UN Sustainable Development Goals.

Software has been involved in community development since its inception, mainly involving local Ukrainian tech communities and student movements. Today, more than 20 years later, the company is actively involved in various community promotion and development activities, including:

- Global tech community

- Business community

- Learning and Education Community

- Startup Community

ALEXANDRA GOVORUKHA

Head of Global
Corporate Affairs

Sigma Software Group consistently contributes to the development of the global tech community, connecting people, companies, and ecosystems. Why do we think this is important? For us, it's about shaping the future. By sharing knowledge, collaborating with diverse talent, and fostering innovation on a global scale, we not only stay at the forefront of technology but also play a pivotal role in advancing the industry as a whole. We foster the growth, education, and adaptability that are essential for success and sustainability in today's interconnected world.

Our contributions benefit society by driving progress and solving some of the world's most pressing challenges.

It's a win-win for Sigma Software Group and the global technology ecosystem.

sigma
Software

OLGA
KSONZENKO

Government
Relations Director

Through active participation in associations and clusters, our company contributes to the growth of the technology ecosystem. This influence extends to legislative initiatives aimed at protecting the interests of the IT industry, which ultimately plays a vital role in Ukraine's overall investment climate.

Our commitment to bringing SMEs into our business community for mentoring, support, and ecosystem promotion in the EU and Western countries is also important. We promote innovation and product exchange, strengthening our collective impact.

A strong business community and effective cooperation with apparent competitors allow us to move forward with a win-win solution approach and expand the geographical scope of our activities.

BUSINESS COMMUNITY DEVELOPMENT

Through more than 20 professional associations of which Sigma Software is a member, the company participates in projects aimed at rebuilding the country and its infrastructure after the Russian invasion, establishing dialogue with the government to ensure favorable conditions for the development of the industry and attracting investment, developing IT education and strengthening synergies between different companies. By building a whole IT ecosystem instead of separate and competing lines, it ensures the development and beneficial support for all businesses, whether small or large, products or services.

Sigma Software is a member and one of the initiators of Techosystem, which aims to unite ecosystem players to create more favorable conditions for doing business in Ukraine. The company's VC arm - Sigma Software Labs - is also a part of Techosystem, contributing to the overall development of the startup community.

Techosystem is a winner in the nomination Union of the Year by USF Startup Awards.

The company also co-founded UA Tech Network: to bring technology companies under one roof and ensure compliance with global quality standards.

STARTUP COMMUNITY

To promote the development of the startup community, in 2019 Sigma Software launched the first corporate-based startup incubator and investment wing in Ukraine, Sigma Software Labs.

The main goal of Sigma Software Labs is to create an ecosystem for startups, provide mentoring support, back potential solutions with investments, and grow portfolio products through a global network of partners and customers. The company also has a wide range of connections with funds and investors, as well as over 200 B2B contacts around the world to help young companies grow faster and more efficiently.

Labs has a portfolio of 18 companies and is recognized as one of the most active investors in Ukraine during the full-scale war, having announced 6 new deals since 24 February 2022.

Sigma Software Labs is committed to the global promotion of Ukrainian solutions and actively participates as a partner in various startup-related events both in Ukraine and worldwide – supporting Ukrainian delegations at the Web Summit in Lisbon, London Tech Week, Dublin Tech Summit, Innovation Exhibition in Japan, Kobe, Smart Countries Congress, Berlin, etc.

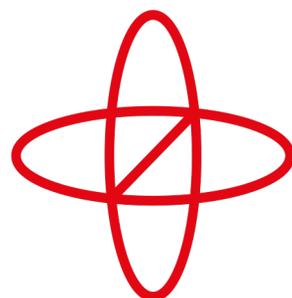# SIGMA SOFTWARE LABS IN 2023

18 Portfolio companies

1M+ Global reach

25+ Startup community events organized and supported in 5 countries

10+ Events, where labs representatives gave speeches

Recognized as one of the most active investors in Ukraine during the full-scale war

UNICORN STARTUP COMPETITION

One of the notable projects contributing to the development of the startup community is the UNICORN startup competition.

Since 2013, the competition has been organized by Sigma Software and partners under the name IT EUREKA Ukraine. Initially, it was aimed at student startups, but eventually, it expanded and welcomed all startup teams to participate. Since 2022, the competition has become international.

In 2023, the contest changed its name and identity to UNICORN.

The format of the competition includes an intensive training and acceleration program for the participants, involving industry leaders as mentors and speakers.

The main goal of the competition is to create conditions for the development of startups in Ukraine and Europe, to gather a dedicated community, and to provide comprehensive support and educational components to promote the growth of the projects after the program.

MAIN FIGURES:

- 7 years

- 2,200+ participants around the world

- 900+ projects submitted

- 50+ mentors engaged

- 50+ cross-industry partnerships

In 2023, the UNICORN competition was co-organized with the Ukrainian Startup Fund and SID Venture Partners, and supported by the Ministry of Education and Science and the Ministry of Digital Transformation of Ukraine, the USAID Competitive Economy of Ukraine Program, ecosystem players such as Techosystem, StartupDepot, YEP Startup Accelerator, SET University, members of the startup community, and top US-backed venture funds, including Flyer One Ventures, Horizon Capital, and ZAS Ventures.

UNICORN IN 2023:

- **56,5K** total reach

- **22,5K** total prize fund

- **300+** attendees at offline events

- **50** hours of mentoring sessions

- **130** Teams participated (70% are from Ukraine, 30% from Europe)

- **30** Experienced mentors that supported startups

UNIQUE PROJECTS TO PROMOTE ENGINEERING AND TECHNOLOGY

They say good stories deserve a little embellishment.

At Sigma Software, we don't do that. Instead, we create projects that resonate and promote engineering and technology to a wide audience, as well as tell the world about Ukraine and its resilience.

THE RECORD-BREAKING MOTORCYCLE EXPO PROMOTES UKRAINE'S ENGINEERING POTENTIAL.

Sigma Software organizes noteworthy side events and unique exhibitions to draw attention to Engineering & Tech and to promote networking. In 2017, the Inspirium motorcycle, created by Ukrainian engineers, set a world speed record for a one hour race at Lake Bonneville in the US.

Sigma Software was a partner in the project from the start, with the aim of highlighting the potential of Ukrainian engineers.

After returning home, Inspirium embarked on a major tour to inspire young people to consider technical careers.

- 6+ cities
- 4 to 6 months in each location
- Over 10 million people reached
- 10+ partners
- Hundreds of stories, videos, tags, posts, guesses

The project was nominated for the "Best Employer Brand" in the Marketing Media Review Award.

SIGMA Software

DECADES OF TECH INTERACTIVE MUSEUMS

In 2023 Sigma Software organized an interactive museum at the largest tech event in Western Europe, Lviv IT Arena, attracting hundreds of visitors during the two-day expo.

Vintage laptops and computers, the first Sega and Nintendo consoles, old mobile phones, iconic games, and a host of other nostalgic artifacts! Attendees will be able to touch, play, run early versions of programming languages, and get a little nostalgic. After the event, the Expo will be open to all visitors and guests of the Sigma Software Lviv office.

UNITED BY VICTORIES ART PROJECT

The year 2022 will forever remain the blackest in the life of every Ukrainian. As a socially responsible company headquartered in Kharkiv with more than two thousand Ukrainian specialists, Sigma Software wanted to support and uplift the spirit of Ukrainians through Ukrainian art and talent.

Together with the galleries "Painted Fox", "Art UA", BF "Always Ukraine" and the largest shopping center in Western Ukraine, Victoria Gardens, we organized an art festival that brought together the best artists from 25 regions of Ukraine and created a powerful mural "United by Victories".

The result was so powerful and beautiful that we decided to go beyond the wall and present these artworks to the whole of Ukraine.

Key figures:

- 30+ thousand visitors

- 10 workshops and 3 full concerts featuring local music bands

- 250K UAH raised for charity

- Exhibitions in Ukraine and Poland

- Supporting Ukrainian art through charitable donations

The project won the Corporate Engagement Awards for Best Arts and Culture Program.

SIGMA SOFTWARE UNIVERSITY

Sigma Software has always been committed to the development of education, working with students and universities, and developing professional communities. It is also building a strong internal training and mentoring system to provide its specialists with maximum opportunities for professional growth. As a separate brand, Sigma Software University was launched in 2016.

The University has three main directions:

- The first is an internal training and mentoring program within the company.

- The second is a partnership with educational institutions, improving the educational programs of universities, working with students, internships, and camps for those who have no experience or are just starting out in IT.

- The third is external courses covering different technologies, specialties (both technical and non-technical), and professional levels.

Despite the invasion, the university continued to work intensively, participating in the projects of the Ministry of Digital Transformation, launching free courses for those who lost their jobs due to the war, working to improve the qualifications of teachers, etc. Currently, Sigma Software University is working in Sweden, Israel, Saudi Arabia, Poland, and Georgia and is establishing relations with Germany and Tanzania.

Знання
всередині!

SIGMA SOFTWARE UNIVERSITY IN 2023

- **50+** partner universities in Ukraine and Europe

- **5** educational events for children, **300** participants, total reach **2K**

- **65** events and programs for students, **4,302** participants, **95%** positive feedback

- **33** courses and meetups for transfer students and specialists of different levels, **2, 041** participants, **97%** positive feedback; **81%** NPS

- **2** intensive 5-day courses for teachers, **1,598** participants, **98%** positive feedback

- **5** courses for IT professionals at various levels, over **500** participants

- **270+** military representatives at **10+** courses

Sigma Software and its educational platform work with experienced professionals and future generations of IT engineers, and are involved in various projects for students at universities, colleges, and schools. Sigma Software University cooperates with more than 40 leading universities in Ukraine and Europe, involving students in various events and activities.

NUMBER OF PARTNERS UNIVERSITIES

Year	Value
2017	13
2019	14
2021	17
2023	50

0   10   20   30   40   50

WORKING WITH UNIVERSITIES AND COLLEGES

As a socially responsible company, Sigma Software is actively involved in many student activities and participates in the educational process. We firmly believe that it is only through the joint efforts of business and educational institutions that we will be able to train the specialists we need. A solid theoretical base gained at modern universities combined with practical experience gained during training programs in IT companies can bring really good results.

- Currently, Sigma Software University cooperates with more than **50** universities, colleges, and IT schools in Ukraine and abroad.

- **100+** events for students every year. In 2023, we engaged more than **8000** participants in **120+** events and received **95%** positive feedback.

The company also runs a professional development program for academic staff. The Teacher's SmartUp project is now in its second year. Twice a year, 5-day intensive sessions are held on topics ranging from technology trends to soft skills development and business approaches. In 2023, 1,598 participants attended the events and were very active, with 98% giving positive feedback.

SUPPORTING EDUCATION ON ALL LEVELS

Sigma Software specialists take part in joint projects with schools, act as speakers at children's events, contribute to the development and implementation of career guidance programs, and update computer science programs. The company helps to equip computer labs in schools so that children can learn on modern computers.

In 2023, we joined the project initiated by the Ministry of Digital Transformation of Ukraine. As part of the project, Sigma Software experts with practical experience in various areas of the IT sphere took part in the discussion of the content lines of computer science education in schools and gave practical recommendations for its renewal. One of the components of the pilot project "Updated Informatics - IT Studios" was the preparation of videos for teaching informatics. Sigma Software participated in the creation of such videos together with other members of the IT community.

CODE DAYS FOR EMPLOYEES` CHILDREN

In order to attract the children of employees in technical professions and help them take their first steps in programming, Sigma Software organized Code Days in which 73 children aged between 6 and 14 participated. More than half of them were girls!

We are sure that for many of the children, this is the start of a brilliant career in IT! The class was just wonderful and positive, the kids wanted to learn and it was a pleasure to work with them, said the Code Days mentors.

The feedback from participants and parents was also very positive, so the company plans to continue the lessons and make them a tradition.

The company also invited employees' children to participate in the open coding classes of our strategic partner Star for Life, which were held at the company's offices in various Ukrainian cities.
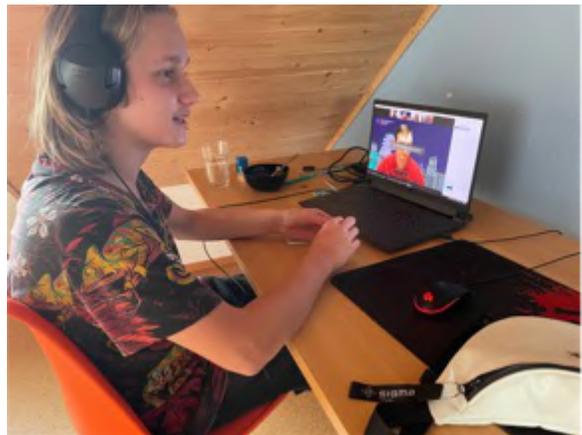
DIVERSITY, EQUITY, INCLUSION

DIVERSITY

Now that Sigma Software operates from 40 offices in 19 countries, diversity, and a multicultural approach are even more critical to continued successful development.

The policies and processes for non-discrimination, respectful behavior, and equal opportunities are implemented on a strategic basis and are required to be followed by all employees.

AGE DIVERSITY

Sigma Software employs over **2,000** professionals.

They range in age from **19 to 60,** with an average age of **35.**

There are no barriers for mature candidates or students.

The trend in recent years has been for IT professionals to mature, with the **25-30** and **31-40** age groups being the largest.
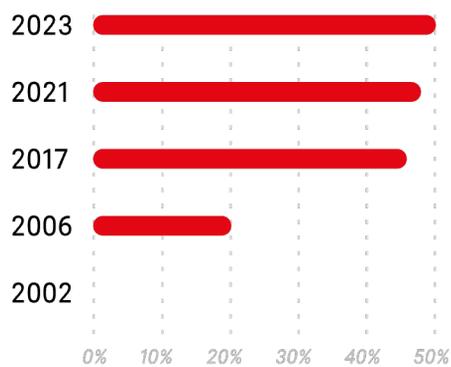
GENDER BALANCE

- **35%** women in the company

- **50%** in management positions

- **39%** of new hires in **2023** will be women

- Launched the Girls in Tech program in partnership with Star for Life Ukraine, attracting over **100** young girls to study programming

- **28** female speakers (**45%** of total).

- **10+** female gender equality ambassadors sharing their stories, motivating young people, speaking at events, etc

In 2023 Sigma Software won Best Workplace for Women in Tech at the Women in Tech Global Awards.

**NUMBER OF WOMEN
IN THE COMPANY OVER YEARS**

Year	Percentage
2023	~36%
2019	~33%
2017	~31%
2013	~25%
2006	~13%
2002	0%
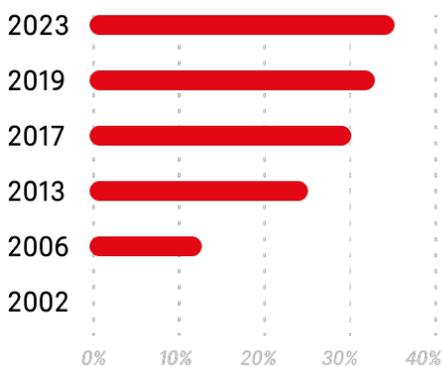
**NUMBER OF WOMEN
ON MANAGERIAL POSITIONS**

Year	Percentage
2023	~50%
2021	~47%
2017	~46%
2006	~20%
2002	0%

sigma
Software

FEMMEGINNERING PROJECT

Sigma Software continues to work on attracting women to the IT industry and in 2021, together with the Danir Group, we've developed the Femmeginnering project, which aims to build a female IT community and inspire women to join the tech industry by sharing success stories, launching educational events, providing free access to IT training and mentoring by industry leaders.

In 2021, our amazing professionals shared their stories of becoming developers and managers. These stories helped many girls and young women to follow their passion for IT and ignore the prejudices and stereotypes they may still face in society and even in their families.

In 2022-2023, we decided to strengthen the project and expand it to the emerging European tech markets. The company organized meetups for women in Poland, Bulgaria, Ukraine, and Brazil, attracting high-profile experts from leading tech companies. Topics included software testing, career development, project management, business analysis, etc.

In 2023, Sigma Software was awarded the Partnership for Sustainability Award 2023 by UN Global Compact Ukraine for its efforts in building equality and gender balance through the Femmegeneering project.

We also support the STEM girls community through mentoring and meetings.

HANNA
ABDEL HAMID

Regional Director, Sigma Software Canada. Speaker and gender equality ambassador. Recognized as Strong Women in IT for 2023

GENDER PARITY IS A WINNING BUSINESS STRATEGY

Gender parity in the IT sector is something I am very interested in. Unfortunately, women make only 25% of workers in the tech industry according to research conducted by Women In Tech Network, which is the world's leading organization for inclusion, diversity and equity in STEM. Furthermore, women make only 11% of workers at the executive level in tech companies. What is most shocking to me is the fact that 1 in 5 women working in tech admits wanting to leave this industry because they feel bullied, underappreciated, and always passed over for promotions. The good news is that many companies are now making an effort to change this trend and encourage women to advance their careers in tech.

Gender parity is a winning business strategy for all companies regardless of the field. Having women at managerial and executive levels in tech companies can bring about several benefits, including:

- **Diverse Perspectives and Innovation:** Women often have different life experiences, viewpoints, and problem-solving approaches compared to their male counterparts. When women are represented in managerial and executive roles, they bring diverse perspectives to the decision-making process. This diversity of thought can lead to more innovative solutions, creative problem-solving, and a broader range of ideas. Different viewpoints can help identify opportunities and challenges that might not have been considered otherwise, fostering a culture of continuous improvement and innovation within the company.

- **Improved Company Culture and Employee Satisfaction:** Gender diversity at leadership levels sends a positive message to all employees, regardless of their gender. It demonstrates that the company values inclusivity, equal opportunities, and a fair work environment. This inclusive culture can contribute to higher employee morale, increased job satisfaction, and better retention rates. When employees see women in leadership roles, they are more likely to believe that their contributions will be recognized and rewarded based on merit, leading to a more motivated and engaged workforce.

- **Enhanced Decision-Making and Problem Solving:** Research has shown that diverse teams make better decisions and solve complex problems more effectively. Having women in managerial and executive positions helps prevent groupthink and fosters a culture of healthy debate and constructive dissent. When individuals from various backgrounds collaborate and contribute their unique insights, the decision-making process becomes more robust and balanced. This ultimately leads to better strategic choices, reduced blind spots, and a higher likelihood of achieving successful outcomes.

Incorporating women into managerial and executive roles in tech companies is not only a matter of gender equality but also a strategic advantage that can drive innovation, strengthen company culture, and improve overall business performance.

Achieving complete gender parity in the tech industry remains a challenge, and no single tech company can be definitively said to have achieved perfect gender equality at all levels. Addressing the barriers causing the inequality between men and women in tech requires concerted efforts from tech companies, educational institutions, policymakers, and society at large. Initiatives focused on diversity and inclusion, unbiased hiring practices, mentorship, and sponsorship programs, and creating supportive work environments are essential for achieving gender equality in the tech industry.

However, some tech companies have made notable efforts to improve gender diversity and create a more inclusive environment. Sigma Software is among them. We were nominated as best place to work for Women in Tech! Moreover, we have achieved gender parity at managerial level. Finally, Sigma is becoming global and there is commitment to diversity, equity and inclusion.

INCLUSIVE ENVIRONMENT

Sigma Software has always been open to diversity. We used to work with customers from 30+ countries and know the nuances of different mentalities.

Now that Sigma Software operates from 40 offices in 19 countries, diversity, and multicultural approaches are even more important for continued successful development.

In 2023, the company will continue to refine and improve its own approaches to diversity, equality, and inclusion through practices, policies, and training, with the aim of providing people with the best tips for creating multicultural and inclusive teams.

- 15+ nationalities

- 10 accessible offices

- 2% of professionals from vulnerable groups

- Ongoing promotion of DEI policies and regulations

- 3 major educational events to promote DEI

- 700+ people involved in training

DOLLY VUCHKOVA

Senior Recruiter and PR Partner in the Bulgarian office.

DECIDED TO LEARN SIGN LANGUAGE TO COMMUNICATE WITH DEAF PEOPLE AND HELP THEM BUILD A CAREER IN IT

Once I realized that being able to use sign language would be of great benefit both to me as a professional and to help deaf people with careers in the IT field, because there is a lot of undiscovered talent among them.

During my studies, I met many amazing deaf people with even more amazing stories. There are many talented and smart people among them, but unfortunately, the rest of the world can't see them because they are often rejected. Perhaps now is the time for employers and recruitment specialists to open their eyes to them. Also, I'm trying to help other deaf people find a job by advising, mentoring and helping them with their CVs.

While collaborating with differently abled people, I met a person in a wheelchair who was also blind. He certainly has a hard life, needing constant help. But even so, I was impressed by how intelligent he was. He reads a lot of books, uses a computer and writes articles. He has excellent language skills and translates books from several languages. And also makes podcasts and records audiobooks. And he told me that doing all this keeps him alive and happy and helps him see meaning in life — motivation of that magnitude is often lacking in people without health problems.

I believe that people with hearing or vision problems could do well in many IT-related occupations as anyone else if they had an equal chance to be trained, mentored and accepted by their employers and colleagues. And this opens up a whole new market for my colleagues in HR.

TRAINING

To adapt to the challenges of globalization, the Sigma Software team reviewed internal processes and policies to ensure that they covered all aspects of diverse and multicultural practices.

The company also organized several major internal events during 2023 aimed at teaching people how to work in a changing environment. Topics included DEI, building multicultural teams, and the specifics of working with different mentalities.

These events were also an opportunity to recall one of the company's core values: respect for every person and every opinion. The events brought together more than 700 participants. The most notable events related to DEI themes were:

- 2-day PM Gathering offline conference held in Poland and Ukraine.

- 2-day internal online conference L.E.A.D.

- A series of regular L.E.A.D. webinars.

- A series of Syllabus webinars on intercultural communication.

RESPONSIBLE CITIZEN
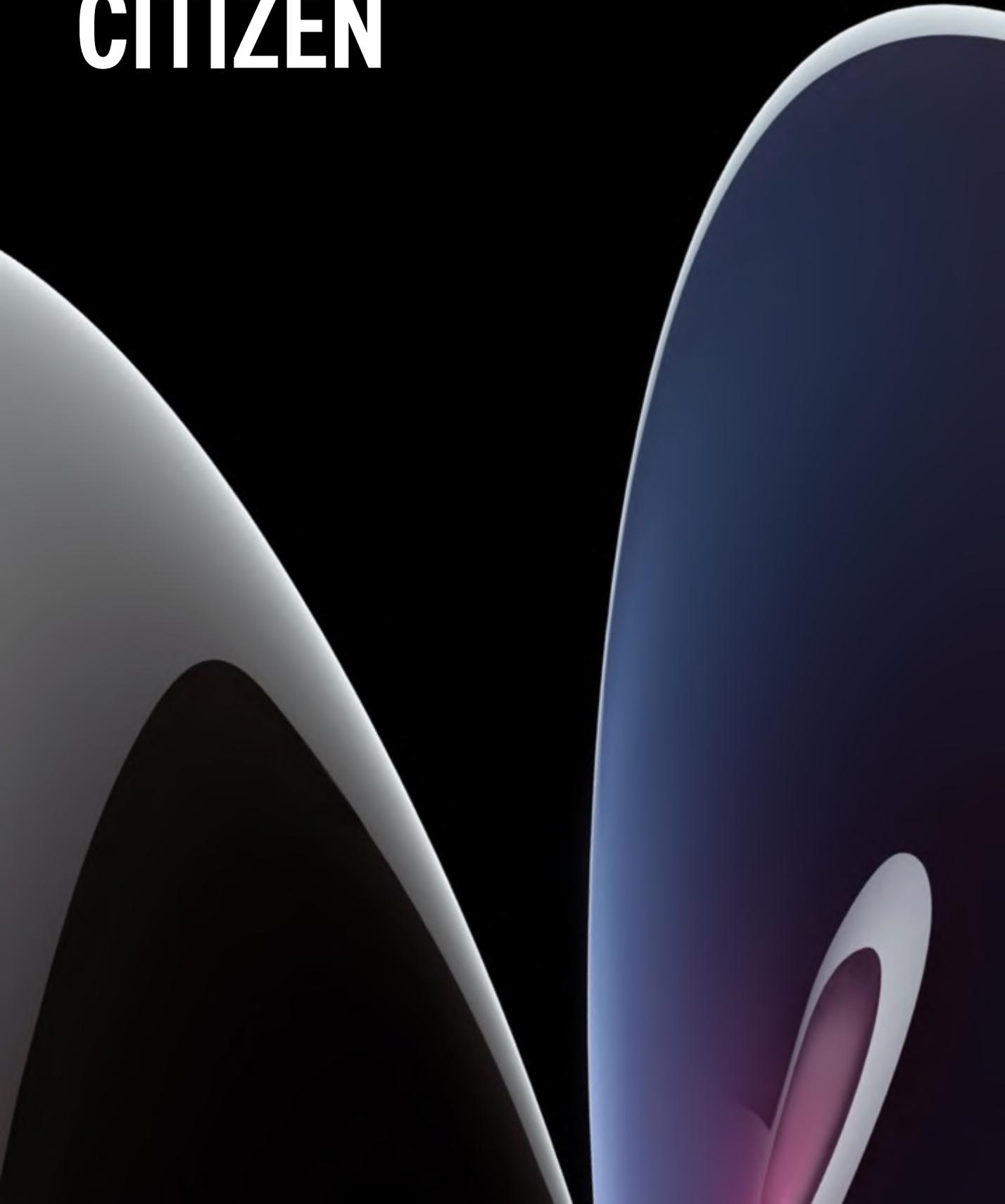
RESPONSIBLE CITIZEN

Sigma Software strives to live in harmony with the society around us.

We care about the well-being of every country in which we operate and in which Sigma Software specialists live.

Sigma Software recognizes the importance of creating a positive environment to improve conditions and standards of living.

- Operating in 19 countries, complying with local laws, and contributing to the development of local economies.

- Pro-bono projects with government agencies, communities, business associations, and NGOs.

- Running and partnering with projects for vulnerable groups.

- 4 million raised and transferred to support Ukrainian civilians and armed forces with humanitarian aid, medicines, and personal protective equipment.

- Regular and transparent communication with all stakeholders through more than 10 channels.

SIGMA SOFTWARE UNITY FUND

1 Created from the very first days of the war as an internal fund to support colleagues.

2 Gathers requests from the army for drones, transport, medicine, optics, etc.

3 Launched as an external fund that helps Army and Ukrainians

4 The fund also purchases medicine, food, hygiene products, products for kids, pets food.

10+ Partnership projects with NGOs, charity funds, volunteer hubs, and individual initiatives

$4M Donated our people, customers, partners, and the company to the army and humanitarian help for Ukrainians living on the front line during 2022-2023

100+ closed projects

HELP HUB

Like many other companies, Sigma Software's most important and numerous community has become a volunteer one. The 'Help Hub' group on Facebook Workplace, the company's internal communications tool, is a place where colleagues can share their own projects and fundraising initiatives and find constant support from team members.

- Nearly 1,500 people in the group.

- 20+ requests per month.

- Dozens of completed projects.

- 2nd most active group on Facebook Workplace.
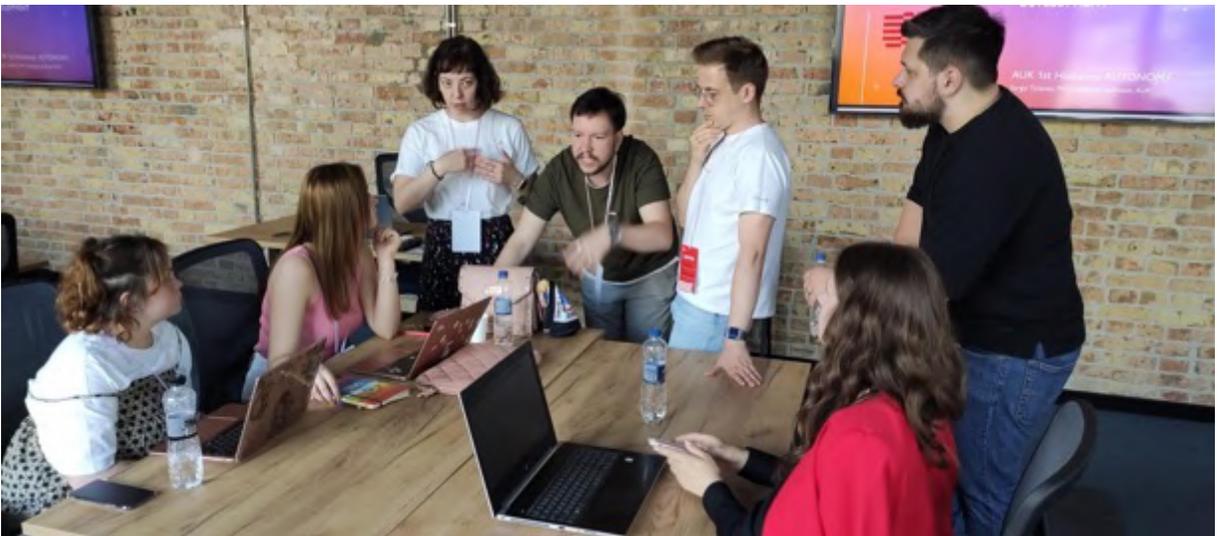
VOLUNTEERING

With the beginning of the full-scale war in Ukraine, the development and support of the volunteer community became as important for the company as the support of the technical and professional community.

In addition to establishing the Sigma Software Unity Fund, which helps civilians and defenders of the country, the company supports the volunteer movement and participates in volunteer projects (charity fairs in cooperation with Harley Davidson, ridden by one of our colleagues, charity stand-up evenings at Sigma Software offices, art exhibitions in Ukrainian and European cities to raise people's spirits and funds to help Ukrainians, joint projects with influencers, etc.). The company's specialists are also happy to participate in pro-bono projects.

Regular and transparent internal communication keeps people informed about current volunteering projects and the results of joint work to raise funds for charity, implement ecological initiatives, contribute to educational projects, etc.

CHATBOT FOR KHARKIV

Sigma Software works with the authorities of Kharkiv, a city of 1.5 million people located just 30 kilometers from the Russian border.

In 2022, the company helped the city create a chatbot that allows residents to track the extent of damage caused by Russian aggression. The bot provides information about the status of damage and the state of utilities: availability of electricity, water supply, etc.

In 2023, the project, which Sigma Software joined on a pro-bono basis, continues to evolve. Several new features have been added to the chatbot: viewing photos of damaged buildings, checking the status of applications for compensation for the restoration of damaged property, and finding directions to the nearest shelter or resilience center.

- 480K+ requests

- 100K+ detailed reports provided

- 50K+ users

SMART CITY CONCEPT FOR KHARKIV

In 2023, representatives of Sigma Software, Kharkiv IT Cluster, and other Kharkiv-based IT companies joined the working group for the development of Kharkiv and developed the concept of Smart City, which implies the construction of new infrastructure in the existing districts that suffered from Russian aggression, and even the construction of new infrastructure.

Valery Krasovsky, CEO and co-founder of Sigma Software became a unique point of contact for the Smart City project.

Smart City is a holistic concept of intelligent integration of the latest technologies into all aspects of citizens' lives. The project is not only about creating infrastructure but also about creating a new lifestyle and mindset, and mutually respectful and trustworthy relationships between residents and city services.

The project includes the construction of a new smart neighborhood equipped with a single IoT network, safe smart bus stops with traffic tracking systems, smart traffic lights, smart car parks with electric car charging stations, automatic water and electricity meters, automatic lighting, automatic garbage collection, smart video surveillance systems, equipped shelters and more.

PROFESSIONAL TRAINING FOR MILITARY ENGINEERS

Sigma Software University has launched a program of free professional training for IT engineers in military service. They can improve their IT qualifications by attending training programs and courses developed by qualified instructors and Sigma Software specialists. Self-study materials are also available on the Sigma Software University online platform.

- **275** participants in **5** months since the project launch

- Courses developed and supervised by experienced IT engineers

- **10** directions including Python, React.js, Node.js, testing, data analysis, business analysis, English, and others.

SNIFF PROJECT

In 2021 and 2022, a student project idea was born, which later developed into an interesting framework. The results of this framework will soon be presented to the company. It also became a donation project for several educational initiatives, including IT Generation, which is supported by the company.

The project aimed to help homeless animals affected by war. The idea was to create a platform where different users from all over Ukraine, as well as relevant organizations, could share photos and exchange contact and location information about animals that were suffering from the war or had lost their owners and needed help or care.

Throughout the development of the project, 49 interns have been involved in various stages of its creation. Some of them were subsequently employed by the company or found jobs in the market. Several foreign developers were also involved in the development of the project.

In addition, 9 mentors were able to develop and practice project setups that they were unable to do or were limited in doing on their current projects. The project is scheduled to be released in its final form in December 2023, but there are plans for further development and enhancements. The organization's team is looking forward to the possibility of returning to the project in the future.

- 9 mentors from Sigma Software

- Team of 49 developers, business analysts, UI\UX designers, QA engineers, Scrum-masters, DevOps, and Project Managers.

IT EDUCATION FOR VULNERABLE KIDS. PARTNERSHIP WITH THE STAR FOR LIFE UKRAINE

Star for Life Ukraine was launched in 2022 with a mission to provide underprivileged children with access to quality education and computer literacy programs, regardless of their social and economic background or geographic location.

Sigma Software has been a strategic partner of Star for Life since its inception and is involved in all current projects, including:

- Online coding school and courses for children in grades 5-10

- Girls in Tech events

- Summer IT camps in an offline format

- Equipping computer labs in concentration centres for internally displaced children

- Helping children get modern PCs to continue their online education

PARTNERSHIP WITH STAR FOR LIFE IN 2023

- **200+** laptops donated by all project partners to students and schools across Ukraine

- **4** labs set up in Ukrainian schools with over **50** students participating and **16** graduates in **2022/2023**

- **8,000** children to start studying in online programs in **2023**

- **500** children attended open classes at Sigma Software offices

- **41** scholarships awarded in cooperation with Sigma Software and Nexer to talented students leading to professional certification

- **100** girls from different regions of Ukraine studying Python or UX/UI design online

ENVIRONMENTAL PROTECTION

ENVIRONMENTAL INITIATIVES IN 2023

Environmental issues have been part of Sigma Software's CSR strategy for many years. As an IT services company, we see the main environmental impacts of our work in the following areas:

- Decreasing carbon footprint

- Waste cycling issues

- Water and energy use

- Raising people's awareness

10+ Eco events held

200+ Trees planted

50% Of offices meet green standards

100+ People involved

Partnership projects with Zero Waste Ukraine

Carbon footprint data collection introduced

OFFICE WORKFLOWS

Sigma Software is continually improving its office operations and taking specific steps to reduce emissions. Sigma Software offices are designed to meet environmental standards and follow the best green practices.

Existing premises are renovated to be more environmentally friendly in terms of water and energy use, and new office locations are selected from those that are best suited to operate in a sustainable manner.

Software infrastructure managers consider energy consumption parameters when purchasing office equipment. Efficient heating, ventilation, and air conditioning systems result in significant energy savings.

Office workflows include many processes that can be put on a green track. From providing reusable utensils to purchasing green cleaning products, from reducing paper consumption to installing motion-activated light switches, the scope for green initiatives is huge. Here are some actions that have been taken:

- Going paperless with electronic tools

- Use of recycled paper

- Sigma Software provides glass water bottles
  and cups to employees to reduce the use of paper cups

- Batteries are collected and recycled

- Recycled paper and stationery

- Launching a line of recycled corporate merchandise

RAISING AWARENESS

Helping people understand the impact of their everyday habits is one of the directions of Sigma Software's activities. Posters and banners are placed around offices to inform people about ways to live a greener lifestyle.

One of the most effective ways to raise people's awareness is to involve them in volunteer work and introduce them as new members of the eco-community.

The company's specialists take part in tree planting, plogghing, and other "green" events every year, encouraging our employees to contribute to environmental protection.

OUR LOCATIONS
AND CONTACTS

COUNTRIES

USA	Sweden	Germany
UK	Canada	Israel
Singapore	UAE	Australia
Austria	Ukraine	Argentina
Brazil	Bulgaria	Columbia
Portugal	Hungary	Mexico
Poland	Czech Republic	

RESOURCES

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THANK YOU!